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EQUALITIES BOARD

Wednesday, 8th November, 2023 at 7.00 pm in the Conference Room, Civic Centre, Silver Street, Enfield, EN1 3XA

Membership:

Councillors: Nia Stevens (Chair), Margaret Greer (Vice Chair), Mustafa Cetinkaya, Hivran Dalkaya, Hannah Dyson, Alessandro Georgiou, Patricia Gregory, Nelly Gyosheva and Ruby Sampson

SUPPLEMENTARY AGENDA – PART 1

4. EDUCATION PATHWAYS AND OUTCOMES FOR THE GYPSY, ROMA AND TRAVELLER (GRT) COMMUNITY (Pages 1 - 6)

To receive a presentation on key projects and programmes. (To follow report attached)

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London Borough of Enfield

Report Title	Education pathways and outcomes for the Gypsy, Roma and Traveller (GRT) community
Report to	Equalities Board
Date of Meeting	8.11.23
Cabinet Member	Cllr Stevens
Executive Director / Director	Nicky Denny Fay Hammond
Report Author	Karen Maguire email: grt@enfield.gov.uk
Ward(s) affected	All
Classification	Part 1 Public
Reason for exemption	N/A

Purpose of Report

The purpose of this report is to raise awareness to the Equalities board of the educational aims agreed. This report will also highlight the additional support and pathways being established for children and families from Enfield's Gypsy Roma Traveller Boater and Showman Communities. The report also highlights some of the projects that are currently underway supporting families in Enfield and those commitments that need to be developed further.

For the purposes of this report please note GRTBS is a collective grouping for Gypsy Roma, Traveller, Boater, Showman and you may see this acronym throughout this report. The Council acknowledges that all groups have protected characteristics under the Equality Act, culturally there are significant differences, which we celebrate. However, inequalities remain a common denominator for these families.

Aims identified in the GRTBS Education Action plan for Enfield 2021-2026

1. Leadership- Working with Head teachers and governors across all education facilities in Enfield (including EY and PVI/childminder settings) and promoting cultural awareness

2. Regular Staff Cultural Awareness Training programmes to all staff in school settings, youth services and any professionals who support GRTBS children and young people
3. Review of access to nursery, pre-school, primary and secondary education and Provide support for GRTBS children and young people at school.
4. Increase the number of GRTBS families accessing services in children's centres. Develop links between Children's centres and Family Learning to offer appropriate courses (Early Years provision)
5. Develop GRTBS Inclusion guidance for Enfield, linked to Inclusion Charter, based on families' views, and established good practice. Ensure that the needs of GRTBS communities are embedded in all future educational strategies.
6. Positive promotion of culture – celebrate GRT history month in June, encourage parents/carers from the GRTBS communities to talk about their culture alongside parent/carers from other cultures
7. Regular Staff Cultural Awareness Training programmes to all staff in school settings, youth services and any professionals who support GRTBS children and young people
8. Better long-term educational outcomes through creating pathways for apprenticeships, skills-based courses, and mentoring programmes.
9. Improving mental health for children and their parents/carers by providing talk therapy and greater support for families at entry level throughout all their - education settings.
10. Ensure that GRTBS young people are encouraged to access a range of post 16 education options to maximise future employability.
11. Ensure that adult GRTBS can access courses to develop literacy skills, to help families support their children's education and increase employability. (Adult Education)
12. Elective home schooling & support to be minimised as preference is attainment in school environment
13. Reduce off rolling
14. Create pathways culturally appropriate via youth clubs and community programmes
15. Supporting families with admissions and roadside applications for schooling

Main Considerations for the Panel

- A commitment from Education services that they will allocate time, resource, and support to ensure all schools sign up to the GRTBS pledge in 2024 and continue to collaborate with the GRTBS education delivery group.
 - A commitment from education services to ensure they will allocate resource to develop and continue the work of the GRT Good Practice Network and increase number from 13 to 97 GRT welfare officers in education settings in Enfield
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- A commitment from Education Services and or Schools and settings, by encouraging the completion of more referrals to the ODET programme where children can be supported and remain in school environment as opposed to the latter
- A commitment from Education Services that we will encourage greater participation from schools in correlating census data so that we will have a comprehensive overview of our GRTBS communities in Enfield Educational settings
- A commitment from Education Services to promote schools to implement Gypsy Roma Traveller History Month in their curriculum annually
- A commitment from Education that due consideration will be given to appointing a culturally competent GRT Education officer to work in schools and with families to ensure Enfield see significant improvements and achievements for GRTBS families in Enfield.
- A commitment from Schools and settings that due consideration will be given to re-framing language, admission forms, online material for families that are often digitally excluded and may struggle with language barriers and literacy issues
- A commitment from Education Services that cultural awareness training will be undertaken to ensure all officers who have direct contact with families understand how to engage and help children aspire to achieve their goals and dreams.
- A continued commitment from Education Services that an officer will attend the GRTBS Project Board and regularly present feedback on progress

A sample of 2023 Success Stories

Roadside Education Support

The admissions team have helped 3 families to access primary and secondary education in Enfield last month we are hoping to develop this pathway further in 2024 and streamline the service for parents/carers and children.

ODET Programme

We have currently completed 15 referrals. Of those 6 were for the NEET programme, and the remaining applicants are hoping to receive support online in addition to attaining their school place. This programme will be hugely beneficial to our GRTBS communities, and we are looking forward to embedding and promoting this programme widely in 2024 to all educational professionals.

Gypsy Roma Traveller History Month

The GRTBS Project Board successfully implemented the Weaving Journeys Programme for the Gypsy Roma History Month in June 2023 where all schools participated digitally and some schools did interactive activities, libraries were also integral to this wonderful month of activities, and it was attended by 1500 families across the month of June. We have stocked libraries with culturally appropriate reading materials and their collections are continuing to grow, schools were given a reading book list to help empower children from GRTBS backgrounds

Crystal's Vardo

Attended by over 600 pupils from Enfield primary schools. There will be further dates in the New Year to invite schools to the next production in 2024.

Good Practice Network

The work of this group is continuing to grow, and we hope to have all 97 schools on board and a GRTBS mentor/welfare officer in each education setting to work with families

Family Liaison Officers

The GRT lead and education working group secured grant funding for two family liaison officers who worked in school settings where we identified we had GRTBS families attending. Their role was instrumental in developing support for families and schools alike how to ensure wider inclusivity. They were also an asset to staff in school settings in how to engage with families and their contribution to promoting cultural and heritage awareness was significant. This funding programme has now closed so there is a need to bridge that gap going forward with other initiatives.

Gypsy Roma Traveller Project Officer- STEPS Programme

We are working with GRTBS families in Enfield and hold weekly drop ins at our Libraires to work with young adults and parents who have an interest in training or employment. Since starting this programme, we have engaged with 70 applicants who are on the road to training and employment. The target is 150 by New Year.

Recent Application for Funding for GRT Mentor for NEET

An additional application has been made for funding a GRT mentor who will work with young adults and support them in finding suitable training and or employment pathways. Recent case studies identified a need for additional support for young adults who may have not been in an educational setting for some time.

Background and Options

The Gypsy, Roma and Traveller (GRT) population is generally recognised as one of the most marginalised groups in society. Enfield has a long-standing GRT population, and we want to engage and empower these communities. Our goal is to make everyone's lives better and improve inclusivity across the entire borough. To help us do this, we've set up the Gypsy, Roma, and Traveller Project Board, which has been operational since 2020. We know that we have a large community in Enfield that is not represented in the 2021 census data below however in 2021 we trebled those that participated in the census for 2011.

According to the 2021 Census ethnicity data, Enfield has:

Other ethnic group: Gypsy/Romany	17
Other ethnic group: Roma	8
White: Gypsy or Irish Traveller	373
White: Other Traveller	1
White: Roma	1121

The main purpose of the board is to bring together a cross-section of the community, including professionals, GRT advocates and GRT members, to proactively support GRTBS residents in Enfield.

We currently have 8 working groups, with a focus on:

- health and wellbeing
 - site delivery
 - education
 - community engagement
 - equalities monitoring
 - community safety
 - heritage and culture
 - financial inclusion and employment
-

The education working group have been collaborating for some time on ensuring positive change is apparent for GRTBS families and staff in educational settings. We will continue to collaborate to ensure the aims set out above are met and eventually these will feed into Enfield’s first ever Gypsy Roma Traveller Boater Showman Strategy. We will constantly evolve, learn, and reflect this in our emerging policy for GRTBS families who wish to obtain educational achievements. Nothing for GRT without GRT.

All data in the section below covers pupil performance in state-funded mainstream schools in England. It is worth noting that at all key stages, Gypsy, Roma, and Irish Traveller pupils’ attainment was below the national average.

Enfield aims to ensure that we support all GRTBS children in primary, secondary, or third level education. We are keen to understand our own data so that we can make sure our education aims specifically focus on educational achievements and that access to support and education run in tandem. By 2025 the aspiration is to be in a stronger situation to interpret data that will support educational objectives.

Our key priorities will be too

1. Correlate school census data
2. Interpret data in primary, secondary and third level education
3. Track referrals to ODET or NEET Programme
4. Ensure achieving high levels of attainment in all levels of education
5. Ensuring no educational exclusions and reducing select home education
6. Addressing Absences collaboratively
7. Exploring alternative pathways to education & employment

Figure 3: National Educational attainment among Gypsy, Roma, Irish Traveller, and pupils from all ethnic groups

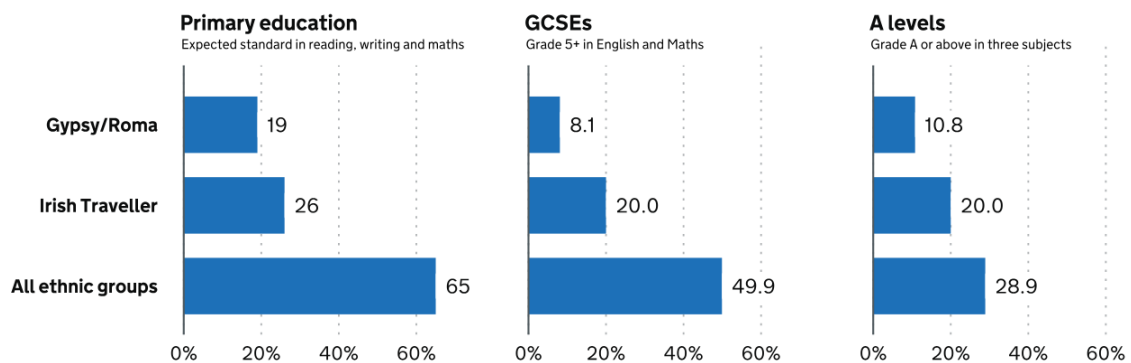


Table 3: Educational attainment among Gypsy, Roma, Irish Traveller and pupils from all ethnic groups

Ethnic group	Gypsy and Roma	Irish Traveller	All ethnic groups
Primary education Expected standard at early	19%	26%	65%

Ethnic group	Gypsy and Roma	Irish Traveller	All ethnic groups
years			
GCSEs Grade 5 and over in English and maths	8.1%	20.0%	49.9%
A level Grade A or above in 3 subjects	10.8%	20.0%	28.9%

Source: England, Key Stage 2 Statistics, 2018/19; Key Stage 4 Statistics, 2019/20; and A Level and other 16 to 18 results, 2020/21. Ethnicity facts and figures and Department for Education (DfE). Figures for Key Stage 2 are rounded to whole numbers by DfE.

Relevance to Council Plans and Strategies

Fairer Enfield Policy
 Enfield Inclusion Charter
 Early Help for All Strategy
 Empowering Young Enfield Plan
 Send Partnership Strategy
 Tackling Child Neglect Strategy

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Appendices

N/A

Background Papers

Theme 2- Tackling inequalities in Education for Gypsy, Roma, Traveller Communities in Enfield 2023-2028- Fairer Enfield (Draft)

<https://www.odet.org.uk/projects>

https://www.gypsy-traveller.org/wp-content/uploads/2022/05/GTRSB-Pledge-for-Schools-Report_FINAL.pdf

Departmental reference number, if relevant:

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